

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

18-CA-306136

Date Filed

10/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hormel Foods		b. Tel. No. (641) 842-6841
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 209 n Godfrey lane IA Knoxville 50138	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@hormel.com
		h. Number of workers employed 230
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing	j. Identify principal product or service Pepperoni	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)
[REDACTED]

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 10/26/2022 11:27:17 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
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(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st Amended CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 18-CA-306136	Date Filed 11/09/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hormel Foods		b. Tel. No. (641) 842-6841
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 209 N Godfrey Lane Knoxville, IA 50138	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@hormel.com
		h. Number of workers employed 230
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing	j. Identify principal product or service Pepperoni	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during a disciplinary investigation;

On or about October 20, 2022, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employee(s) about union and/or protected concerted activities;

On or about October 20, 2022, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by prohibiting employee(s) from discussing workplace investigations with others;

On or about October 21, 2022 and November 2, 2022, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employee(s) about union activities and by trying to intimidate employee(s) into not engaging in protected activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
UFCW Local 431

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers

6. DECLARATION

(b) (6), (b) (7)(C) I have charge and that the statements are true to my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Office, if any, Cell No.
(b) (6), (b) (7)(C)		Fax No.
Address _____ Date _____		e-mail (b) (6), (b) (7)(C)

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